

Memorandum of Agreement

The Borough of Naugatuck (hereinafter the "Borough") and AFSCME, Council 15, Local 1126 (hereinafter the "Union") agree to the following:

1. The Borough and the Union are signatories to a collective bargaining agreement dated July 1, 2012 through June 30, 2015.
2. Article XII, Section 12.01 of the collective bargaining agreement states:

Section 12.01. Effective July 1st of each contract year, each employee shall be entitled to sick leave of fifteen (15) days for each calendar year completed as a regular member of the department. Unused sick leave may be accumulated up to a maximum of one hundred fifty (150) work days.

3. In order to address the application of Article XII, Section 12.01 for the 2012-2013 contract year for employees hired prior to July 1, 2012 (and for all new employees hired during the life of the contract) the parties agree to modify such language to read:

Section 12.01. For the July 1, 2012 through June 30, 2013 contract year, bargaining unit employees hired prior to July 1, 2012 shall receive a pro rata number of fifteen (15) sick days for the period from: the 1st of the month of their respective anniversary date through June 30, 2013.

Commencing July 1, 2013, effective July 1st of each contract year, bargaining unit employees, other than new hires (as defined below) in their first year of employment, shall receive fifteen (15) sick days, for each contract year completed as a regular member of the department.

Bargaining unit employees who commence work on or after July 1st of any contract year ("new hires") shall receive a pro rata number of fifteen (15) sick days for their first year of employment (through June 30th of such contract year).

Unused sick leave may be accumulated up to a maximum of one hundred fifty (150) work days.

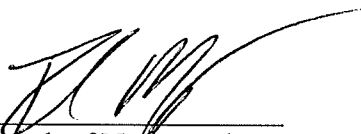
4. For purposes of paragraph 3, prorated sick days shall be credited in accordance with the following schedule for current employees on the 1st of the month of their anniversary month and new hires on their hire date:

Anniversary month/hire date

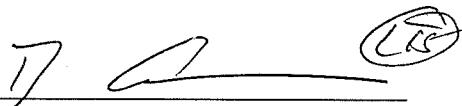
Days

July	15
August	13.75
September	12.5
October	11.25
November	10
December	8.75
January	7.5
February	6.25
March	5
April	3.75
May	2.5
June	1.25

5. The parties agree that the terms set forth herein shall neither establish a past practice nor a precedent.


Borough of Naugatuck
Robert A. Mezzo
Mayor

Date: 8/30/2012


AFSCME, Council 15, Local 1126

Date: 8/30/12